ISSN 0041-7904

LIBRARY OF CONGRESS INFORMATION BULLETIN

Vol. 43, No. 21 May 21, 1984

Concert on June 1 Will Honor Cellist, Conductor Hans Kindler

Dutch-American cellist and conductor Hans Kindler, who founded the National Symphony Orchestra in 1931, will be remembered on June 1 in the first concert of the Kindler Foundation since its new association with the Library of Congress. The performers that evening will be violinist Jody Gatwood, cellist Evelyn Elsing, and pianists Edward Newman and Colette Valentine.

The Kindler Foundation was incorporated in 1952, after Hans Kindler's death, to honor his memory and his important contributions to the musical life of Washington, D.C. In the spirit of Kindler's dedication to new composition, the foundation has commissioned at least one work a year and has presented annual concerts in Washington. The roster of completed commissions includes work by such composers as David Amram, Ralph Shapey, and Emma Lou Diemer, as well as composers in the Washington vicinity such as Esther Ballou, Robert Evett, and Lawrence Moss. The most recent commission has been awarded to Robert Palmer.

Mr. Kindler's numerous associations with the Library of Congress included conducting the world premiere of Stravinsky's *Apollo* in the Third Festival of Chamber Music, held in the Coolidge Auditorium in 1928, and performing the premiere of Alfredo Casella's *Sonata da Camera* on the same occasion. He also conducted members of his own National Symphony Orchestra in the premiere of Pizzetti's *Epithalamium* at the Ninth Festival in 1940. He appeared in other Library concerts, as cellist or conductor, throughout the 1930s.

Born in Rotterdam in 1892, Hans Kindler was professor of music at the Scharwenka Conservatory in Berlin and first cellist of the Berlin Opera Orchestra before assuming the position of principal cello with the Philadelphia Orchestra under Stokowski in 1914. His orchestral

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conducting debut was in 1927, and his affiliation with the National Symphony Orchestra lasted until 1948, a year before his death.

Persons interested in tickets for this concert should call the Music Division, (202) 287-5502, after 9:30 a.m. on Tuesday, May 28.

Cookbooks Are Topic of New Library Publication

The Library of Congress has published *Two "Loaf-Givers" or A Tour through the Gastronomic Libraries of Katherine Golden Bitting and Elizabeth Robins Pennell* by Leonard N. Beck of the Library's Rare Book and Special Collections Division.

The book is a descriptive tour of two of the Library's most notable collections of books relating to food and cooking, the 4,346-volume Bitting collection and the 433-volume Pennell collection. Because of these collections and other volumes, the Library of Congress can be said to have the largest collection of cookbooks in the world.

Mrs. Bitting (1868–1937), who held a doctorate in biochemistry, worked in Washington, D.C., at the U.S. Department of Agriculture. Her *Gastronomic Bibliography,* which is largely based on her own collection, is the standard guide to cookbook research. The writings of Mrs. Pennell (1855-1936), one of the first women food journalists, are collected in *Guide for the Greedy.* Mrs. Pennell was the wife of Joseph Pennell, the artist-illustrator whose collection is also in the Library.

The most important work in these two collections is the manuscript "Libro de arte coquinaria" of Maestro Martino, dated about 1450. It was here that Bartolomeo Platina, librarian of the Vatican, found the recipes he used for the first printed cookbook, the *De honesta voluptate* of 1475.

Beginning with Maestro Martino and Platina, *Two "Loaf-Givers"* traces the social history of the cookbook from Renaissance Italy to modern England and France. It demonstrates, among other things, that while the English take their pleasures sadly, the French think the purpose of intelligence is not to understand the world but to enjoy it. The major theme of the book is the transition in cookbook authorship from men writing for other male professionals in noble households to women writing for other middle-class women. Other themes are cooking as a creative art, food and dining as social communication, and the importance of the kitchen in women's work. Along the way, it touches on the style of life of other generations and introduces personalities like Mrs. Beaton, Alexandre Dumas, Brillat-Savarin, Balzac, Hannah Glasse, and Joseph Conrad.

The rich store of charm, anecdote, and scholarship contained in this book is enhanced by many illustrations from great cookbooks ranging from Maestro Martino to Escoffier.

Two "Loaf-Givers" or a Tour through the Gastronomic Libraries of Katherine Golden Bitting and Elizabeth Robins Pennell is for sale by mail for $20, postage paid, from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402 (Stock No. 030-000-00150-8), or in person only from the Sales Shop on the ground floor of the Library's Jefferson Building.

Flora Molton and Archie Edwards Will Perform in June 14 Concert

Two of Washington's best known performers of Afro-American music, Flora Molton and Archie Edwards, will play for the second free noontime concert of the American Folklife Center 1984 series on Thursday, June 14. The concert will be held from 12 to 1:30 p.m. in the Whittall Pavilion, Jefferson Building. No tickets are required.

Born in 1908 in Louisa County, Va., Ms. Molton came to Washington, D.C., in 1937. Her poor sight, severely impaired since childhood, made securing employment difficult, and so she began playing on the streets in 1942. She is still a familiar figure on the corner of 12th and F Sts. in front of Woodward & Lothrop. Flora Molton refers to her music as a "lonesome, mournful sound" which is shaped into traditional songs and into "musical/religious drama"—works of her own composition such as "The Little Country Town Where I Was Born." She has appeared at the Philadelphia Folk Festival, the New Orleans Jazz and Heritage Festival,

The *Library of Congress Information Bulletin* is issued weekly by the Library of Congress and distributed free of charge to publicly supported libraries and research institutions, academic libraries, learned societies, and allied organizations in the United States.

Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on the exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin,* Information Office, Library of Congress, Washington, D.C. 20540.

and the Smithsonian Institution's Festival of American Folklife and has played at concerts and in clubs all along the east coast and across the country.

Archie Edwards was born in Franklin County, Va., and moved to Washington following World War II. In addition to his father, who played guitar, harmonica, and banjo, his early musical influences included Buddy Moss, Blind Boy Fuller, Blind Lemon Jefferson, and Jimmie Rodgers. In the early 1960s, he played extensively with Mississippi John Hurt at Ontario Place in Washington during the last years of Hurt's life. His guitar playing carries something of the delicacy of Hurt's style but is distinguished by the "ringing" sound of his finger picking on his old Gretsch guitar with its steel resonator. His repertory includes blues and country classics, along with an array of original songs such as "The Road Is Rough and Rocky" and "Baby Please Give Me a Break."

Flora Molton and Archie Edwards will be joined in the June 14 performance by the Truth Band—Larry Wise on harmonica and Eleanor Ellis on guitar.

The American Folklife Center series of concerts is produced with assistance from the National Council for the Traditional Arts.

Optical Disk Advisory Committee Holds Second Meeting at Library

The Optical Disk Pilot Program Advisory Committee held its second meeting at the Library on February 16. (Photograph below.) The formation of this committee was announced in the December 26 issue of the LC *Information Bulletin* (p. 458).

Deputy Librarian William Welsh opened the meeting with an explanation of the agenda and provided information on a recent study on the acidity level of materials in the Library's collections. Kurt D. Steele, chair of the Subcommittee on Publishing, and Robert Wedgeworth, chair of the Library Subcommittee, then summarized the recent activities of their respective groups.

Mr. Steele reflected on the Publishing Subcommittee's two basic philosophical convictions in connection with the consideration of policy issues. American democracy is founded upon a plurality of ideas and the distribution of publications expressing those ideas, and the private sector should, when possible, be used to obtain and allocate resources for the public dissemination of periodicals and other works in electronic form. The Publishing Subcommittee, Mr. Steele reported, hopes to address and resolve four long-range policy questions: how royalties to publishers should be determined; who should pay publishers' royalties; how the Library of Congress should collaborate with the private sector to encourage its offering of electronic information systems for periodicals; and how the Library will select publications for inclusion in the electronic systems.

Mr. Wedgeworth, in his remarks on behalf of the Library Subcommitee, emphasized that librarians, too, are concerned about fundamental issues and the philosophy of introducing optical disk technology. His subcommittee, he said, accepts, as a point of departure, four principles: public investment in preservation systems is essential; the terms and conditions for accessing journal literature on optical disk should not jeopardize a fair return to publishers on their investment; CONTU guidelines may be applicable in determining uses of journal literature on optical disk by libraries other than the Library of Congress acting on behalf of other users; and access to journal literature on optical disk should provide for subsidized browsing just as libraries and bookstores currently provide it.

The ensuing general discussion among the members of the full committee covered diverse aspects of the Optical Disk Pilot Program and beyond. Among the topics were distribution of disks, aspects of preservation, the use of the optical disk in private residences, and the right of fair use. There was considerable discussion of royalties which would be involved in the postpilot program but not in the pilot program itself. In addition, there was discussion of how user payments, if any, would be handled and by whom.

After the general discussion, the group was given a tour of the area that housed the optical disk equipment which the Library had received at that time, and Joseph Price, director of projects for the Optical Disk Pilot Program, gave a progress report on the pilot program.

Mr. Welsh later concluded the meeting by noting the importance of the discussion, the possibilities being developed for libraries and publishers, the flexibility of this new phase of automation, and the fact that this situation is different from the past in that a new product will be created which will change how materials are distributed in libraries.

Work Force Utilization Analysis
An Update for Fiscal Year 1984

The Library of Congress Affirmative Action Plan for Fiscal Years 1983–85 states in Article II that "the overall goal of the affirmative action program is the achievement of equal employment opportunity through the elimination of underrepresentation of minorities and women in the Library's work force." This article also states that the determination of underrepresentation will be based on statistical standards used by other Government agencies and promulgated by the Equal Employment Opportunity Commission, and that underrepresentation will be measured and monitored by analyzing determinations of underrepresentation calculated and published annually.

This information updates the underrepresentation analysis issued in the multiyear plan (Appendix E) and presents underrepresentation indexes for the work force as of October 1, 1983. As noted at Appendix E (p. 21) at the time the multiyear plan was issued, the Library intended to continue to attempt to secure appropriate occupational data which were then to be substituted in the underrepresentation formula to make the underrepresentation indexes more precise. Article III of the plan, on personnel data analysis, also points out that "the Library will regularly compute underrepresentation based on the most recent valid statistical information, using these results to guide and develop affirmative action programmatic responses."

Since the multiyear plan was issued, the Library has been able to identify and employ more precise and current data for underrepresentation analysis. The use of this new data, as expected, results in different indexes. The following technical explanation of the changes is provided for the information of Library staff.

As explained in an article published in the LC *Information Bulletin* approximately 18 months ago, "Affirmative Action at the Library of Congress: An Historical Overview, 1973–1982" (November 19, 1982, pp. 383–88), the Library has voluntarily promulgated a policy to adapt statistical procedures in the Equal Employment Opportunity Commission (EEOC) guidelines regarding underrepresentation for affirmative action planning. This effort involving the completion of a work force utilization analysis attempts to make the Library planning process more consistent with other Federal agency plans and to enable the Library to utilize its resources more effectively. The work force utilization analysis provides raw data in the form of a work force profile and an underrepresentation analysis, which is useful in making decisions about what areas to emphasize in affirmative action efforts. Both are intended for affirmative action planning purposes only.

The underrepresentation analysis, which is included in the Library's multiyear Affirmative Action Plan for fiscal years 1983–85 and must be updated each year, provides indicators in the form of an "underrepresentation index" (UI) by racial, ethnic, and sex categories determined by the EEOC, by categories of job series or large job series, and grade group (entry, mid, and senior levels). The index is a figure from 0 to 100 reached by comparing the percentage of a protected class group in a job category at the Library (a) with the percentage of that protected class in the relevant labor force (b) and applying the formula a/bx100-UI. There is no underrepresentation when the UI is 100, and generally speaking, a UI of less than 50 is considered notable underrepresentation.

As indicated in the multiyear plan and several other reports, the Library expected to see changes in its underrepresentation analysis (or the chart of UIs) merely because of the expected use of a different relevant labor force figure (b), once enough information was gained in order to determine what that comparative standard should be. It should be noted that lacking such information, the first underrepresentation report compared the Library's work force against the most strict, or highest comparative standard—that is, against either the national or local labor force, whichever had the largest percentage of protected classes—resulting in the worst case situation. This resulted in the lowest possible UIs.

During the past year, the Library has gained better information about what other Federal agencies are doing in compliance with the EEOC guidelines in this area, and 1980 census data by appropriate racial, ethnic, and sex categories has become available. In addition, the Library received recommendations from a contractor, Econometrics Research, Inc. (ERI), advising against use of the strictest standard procedure used in the first underrepresentation analysis because it does not allow standard statistical tests to be run against the data.

In order to correct the deficiencies found in using the strictest available standard and because additional information made it possible to do so, a decision has been made regarding the use of the appropriate relevant labor force for comparison with the Library's work force. The decision applies **only** to fiscal year 1984. During fiscal 1984, further research and study will be undertaken before a final decision is made on the appropriate relevant labor force to be used in the Library's statistical analyses for fiscal year 1985 and beyond.

For fiscal 1984, the relevant labor force data used to perform the underrepresentation analysis is the

following. For job series that the EEOC and Office of Personnel Management have deemed administrative, technical, clerical, and other, the relevant labor force is 1980 census data for the civilian work force in the District of Columbia Standard Metropolitan Statistical Area (DC SMSA). For large professional series which could be equated with census-defined occupations and for aggregated professional series of fewer than 50 employees, the relevant labor force was used as an EEOC estimate from 1978 for the DC SMSA professional work force. For large professional occupations, such as economist, librarian, and attorney, which could be compared to occupations reported in the 1980 census, DC SMSA occupational census data was used.

The relevant labor force data (see chart above) was applied in the underrepresentation formula.

The contractor, ERI, brought to the Library's attention certain limitations of the underrepresentation index and suggested that it be supplemented with a statistical approach called Z-score analysis. The use of Z-score analysis merely provides additional focus for affirmative action planning. It does not reflect absolute statistical probability. It is, therefore, a guide for planning purposes.

In the following table (see chart on p. 170), which constitutes the underrepresentation analysis for 1984, the UIs which are shaded indicate the areas for administrative and professional job series where Z-score analysis showed that emphasis should be placed. A full explanation of abbreviations used in this chart as well as other information about work force analysis methodology is included as the introduction to the Library of Congress Work Force Utilization Analysis for October 1, 1980, which should be available in every division. It should be noted that the Library is working toward applicant flow analysis for more refined data and that the data now available also capture a static situation on an annual basis. The Library does plan to implement a system which depicts the data on a transactional basis.

CIVILIAN LABOR FORCE (CLF) DATA AND AGGREGATES USED
PERCENTAGE, BY PROTECTED GROUP AND SEX
FOR FISCAL YEAR 1984

The following portion of the LC Workforce:	is compared with the following Relevant Labor Force:	WHITE		BLACK		HISPANIC		AA/PI		AI/AN		OTHER		AGGREGATE OTHER
		M	F	M	F	M	F	M	F	M	F	M	F	
Administrative, Technical, Clerical Series	DC SMSA Civilian Labor Force – 1980 Census	37.50	30.60	12.40	13.40	1.50	1.50	1.40	1.20	0.10	0.10	0.20	0.10	0.50
Professional Series Except 1410, 110, 905	DC SMSA Professional Labor Force (EEOC Estimate)	66.24	19.42	5.83	4.49	2.01	0.57	0.82	0.30	0.06	0.03	0.17	0.08	1.44
1410 Series Librarian	DC SMSA 1980 Census Librarian	18.50	58.40	3.80	13.00	0.80	1.70	1.60	2.20	0.00	0.10	0.00	0.00	0.10
110 Series Economist	DC SMSA 1980 Census Economists	67.80	18.60	3.10	2.10	2.90	0.30	3.60	1.00	0.10	0.00	0.40	0.10	0.60
905 Series Attorney	DC SMSA 1980 Census Attorneys	73.30	17.20	3.90	2.70	1.40	0.60	0.40	0.20	0.20	0.00	0.10	0.00	0.90

*WHEN CLF PERCENTAGE IS LESS THAT 1% FOR BOTH SEXES, CLASS IS INCLUDED IN AGGREGATE OTHER.

LIBRARY OF CONGRESS UNDERREPRESENTATION ANALYSIS
FISCAL YEAR 1984 – FULLTIME/PARTTIME
OCTOBER 1, 1983

PATCO CATEGORY	SERIES	STAFF COUNT	LEVEL & GRD RANGE	WHITE F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	AA/PI M	AA/PI F	AI/AN M	AI/AN F	AGGREG OTHER
ADMINISTRATIVE	0132	28 82 28	E 05-07 M 09-11 S 12-16	100+ 100+ 23	29 39 86	27 36 0	0 0 100+	0 81 0	0 87 0	0 100+ 100+	0* 0 0	0* 0 0	0 0 0
		138	TOTAL	100+	47	27	48	48	52	100+	0	0	0
	0334	7 22 142	E 05-08 M 09-11 S 12-16	47 89 48	100+ 100+ 74	100+ 100+ 28	0 0 0	0 0 0	0 0 100+	100+ 100+ 100+	0* 0 0	0* 0 0	0 0 0
		171	TOTAL	54	80	44	0	0	100+	100+	0	0	0
	1210	10 102 52	E 05-07 M 09-11 S 12-18	100+ 100+ 100+	0 86 0	75 100+ 72	0 0 0	100+ 100+ 0	0 0 0	0 100+ 0	0* 0 0	0* 0 0	0 0 0
		164	TOTAL	100+	59	91	0	100+	0	100+	0	0	0
	1412	9 39 27	E 05-07 M 09-11 S 12-14	100+ 100+ 48	100+ 62 60	83 100+ 28	0 0 0	0 0 0	0 0 0	0 100+ 0	0* 0 0	0* 0 0	0 0 0
		75	TOTAL	83	75	80	0	0	0	100+	0	0	0
	OTHER SERIES COMBINED	46 93 196	E M S	100+ 100+ 85	100+ 100+ 49	93 100+ 76	0 0 34	0 72 0	0 77 73	0 100+ 43	0* 0 0	0* 0 0	0 100+ 0
		337	TOTAL	100+	74	86	20	20	64	99	0	0	58
CLERICAL	0301	0 78 55	E 01-02 M 03-05 S 06-06	0 63 77	0 100+ 73	0 100+ 100+	0 0 0	0 0 0	0 92 100+	0 0 0	0* 0 0	0* 0 0	0 0 0
		133	TOTAL	69	100+	100+	0	0	100+	0	0	0	0
	0318	16 60 77	E 04-05 M 06-06 S 07-11	61 100+ 100+	50 13 0	100+ 100+ 100+	0 0 0	0 100+ 0	0 0 0	0 100+ 100+	0* 0 0	0* 0 0	0 0 0
		153	TOTAL	100+	11	100+	0	44	0	100+	0	0	0
	OTHER SERIES COMBINED	41 126 187	E M S	48 44 84	100+ 100+ 100+	100+ 100+ 100+	0 0 0	0 0 36	100+ 0 0	0 66 0	0* 0 0	0* 0 0	0 0 0
		354	TOTAL	66	100+	100+	0	19	20	24	0	0	0
PROFESSIONAL	0101	7 61 64	E 05-09 M 11-14 S 15-18	100+ 100+ 100+	0 56 0	0 100+ 0	0 100+ 0	0 0 0	0* 0 0	0* 0 0	0* 0 0	0* 0 0	0 100+ 0
		132	TOTAL	100+	28	67	75	0	0	0	0	0	52
	0110	2 32 37	E 05-09 M 11-14 S 15-17	100+ 100+ 100+	0 100+ 0	0 100+ 0	0 0 0	0 0 0	0 0 75	0 0 0	0* 0 0	0* 0 0	0 0 0
		71	TOTAL	100+	91	100+	0	0	39	0	0	0	0
	0905	0 1 75	E 09-09 M 11-12 S 13-18	0 0 100+	0 0 100+	0 0 100+	0 0 95	0 0 0	0* 0 0	0* 0 0	0* 0 0	0* 0 0	0 0 0
		76	TOTAL	100+	100+	100+	94	0	0	0	0	0	0
	1410	99 235 708	E 07-09 M 10-11 S 12-18	54 98 71	100+ 100+ 78	62 100+ 40	100+ 100+ 100+	59 25 33	63 100+ 100+	100+ 100+ 100+	0* 0 0	0* 0 0	0 0 0
		1042	TOTAL	68	100+	63	100+	34	100+	100+	0	0	0
	OTHER SERIES COMBINED	2 39 101	E M S	0 100+ 98	0 44 85	0 100+ 66	0 0 0	0 100+ 0	0* 0 0	0* 0 0	0* 0 0	0* 0 0	0 100+ 100+
		142	TOTAL	98	72	78	0	100+	0	0	0	0	100+
TECHNICAL	0301	18 82 1	E 07-07 M 08-09 S 10-10	54 100+ 0	90 89 0	100+ 100+ 0	0 0 0	100+ 0 0	0 0 0	0 100+ 0	0* 0 0	0* 0 0	0 0 0
		101	TOTAL	91	88	100+	0	66	0	83	0	0	0
	1411	94 292 539	E 01-04 M 05-08 S 07-12	10 63 54	100+ 100+ 100+	100+ 100+ 100+	100+ 0 12	0 23 37	0 24 66	89 100+ 100+	0* 0 0	0* 0 0	0 0 0
		925	TOTAL	52	100+	100+	22	29	46	100+	0	0	0
	OTHER SERIES COMBINED	40 112 97	E M S	90 70 57	100+ 100+ 100+	100+ 100+ 100+	100+ 59 100+	0 59 0	0 64 0	100+ 74 0	0* 0 0	0* 0 0	0 0 0
		249	TOTAL	68	100+	100+	100+	27	29	67	0	0	0
SPECIAL POLICE	0000	119 12 9	E 07-07 M 08-09 S 10-11	11 0 0	100+ 100+ 100+	50 0 0	0 0 0	0 0 0	60 0 100+	0 0 0	0* 0 0	0* 0 0	0 0 0
		140	TOTAL	9	100+	43	0	0	100+	0	0	0	0
WAGE GRADE	ALL SERIES	239 7 23	E M S	0 0 0	100+ 100+ 100+	100+ 0 32	0 0 0	0 0 0	30 0 0	0 0 0	0* 0 0	0* 0 0	82 0 0
		269	TOTAL	0	100+	100+	0	0	27	0	0	0	74

*WHEN CLF PERCENTAGE IS LESS THAN 1% FOR BOTH SEXES, CLASS IS INCLUDED IN AGGREGATE OTHER.

STAFF NEWS

Vern Shaffer Dies
Library Staff Member since 1965

Ernest V. (Vern) Shaffer died suddenly at the Library on May 7. Mr. Shaffer, supervisor of the Printing Unit in the Printing and Processing Section of the Central Services Division, had been with the Library for 19 years.

A native of Culpeper, Va., Mr. Shaffer served with the United States Army from 1953 until 1955. Upon his discharge, he worked as manager of the Shaffer car dealership in Culpeper until 1962. During that time, he also served as a consultant to Advertisers, Inc.

This recent photograph of Mr. Shaffer was taken in the Printing Unit.

In 1962, Mr. Shaffer accepted an appointment with the U.S. Department of Health, Education, and Welfare as an offset press operator. He worked with that agency until 1964, when he accepted a position with Itek Business Products, where he furthered his experience in printing. In August of 1965, he was appointed coordinator of duplicating activities in the Library's Central Services Division.

In July of 1970, Mr. Shaffer was the recipient of an incentive award for "initiative and performance exceeding normal requirements in improving the efficiency and economy of operations of the duplicating activities." He has been best described as a "totally approachable person, willing to do whatever was necessary to solve a problem and was solution-oriented rather than faultfinding." His many friends at the Library will miss his warmth, his friendliness, and his willingness to serve.

Mr. Shaffer's survivors include his wife, the former Jean Fincham, and a son, Craig, both of Fairfax, Va.; and his mother, Mary A. Shaffer of Culpeper.

Funeral services were held on Thursday, May 10, at the Clore Funeral Home Chapel in Culpeper, with burial following in the U.S. National Cemetery there.

Memorial contributions may be made to the Nursery of the Alum Spring Baptist Church, Culpeper, Va. 22701.

Interest Rates on U.S. Bonds Increase

The U.S. Department of the Treasury has announced that it is paying 9.95 percent interest on U.S. Savings Bonds for the period of May 1 through October 31. The rate applies to new bonds and those already outstanding if they are held for five years after November 1, 1982. This is an increase over the previous six-month rate of 9.38 percent.

Every six months, the Department of the Treasury compiles the average market interest rate on all Treasury marketable securities that are five years from their maturity during the previous half year. The rate on new Series EE Savings Bonds for the following six months is 85 percent of that market average. At the end of five years, the 10 semiannual averages are added, averaged, and the average is compounded on a semiannual basis to determine a bond's five-year yield. EE bonds held longer than five years have additional semiannual market averages computed in and compounded. The minimum yield on new EE bonds held five years or longer is 7.5 percent per annum, compounded semiannually.

The EE bonds come in denominations that range from $50 to $10,000, but most popular are the $50, $75, $100, or $200 bonds. They are purchased at half their face amount through the payroll savings plan, which provides an opportunity to buy a bond on the installment plan with self-designated amounts of as little as $3.75 per pay period taken out of paychecks.

For more information, staff members should check with their keyworkers and sign up during the Library's Savings Bonds Campaign this month.

Semiannual Awards Ceremony Honors Many Staff Members

Awards were presented to more than 400 staff members during the Semiannual Awards Ceremony held in the Coolidge Auditorium on Wednesday afternoon, May 9. The biannual program acknowledges the past achievements of staff members and encourages

dedication to and excellence of service. In addition to honoring those receiving length of service, suggestion, special achievement, meritorious, and superior service awards, the ceremony also recognized recipients of quality increases.

Welcoming remarks were made by John Hébert, chair of the Incentive Awards Committee, who recognized the other members of the committee. Librarian of Congress Daniel J. Boorstin, assisted by Deputy Librarian William J. Welsh, made the presentations. The Librarian remarked that this ceremony was a time of exhilaration and remembering, an occasion to dramatize the fact that we do depend on one another. He emphasized the importance of the Library's staff and how, as a group, it symbolizes the greatness of the Library of Congress and its role as an integral part in the growth of our nation. Ronald B. Meyer of the National Library Service for the Blind and Physically Handicapped narrated the ceremony.

A piano prelude was offered by Elmer Booze of the Music Division, and, following the presentation of colors by the Armed Forces Color Guard, the U.S. Marine Band's Brass Quintet performed for the audience. A reception in the Great Hall followed the program.

The names of those people who received special achievement and meritorious and superior service awards will appear in next week's *Information Bulletin*.

Length of Service

Library of Congress employees are awarded service emblems in recognition and appreciation of faithful service to the Library and the citizens of the United States.

30 Years

Mattie T. Barnett
Buildings Management Division
Associate Librarian for Management

Raymond Dockstader
American Folklife Center
Associate Librarian for National Programs

Colleen S. Driver
Cataloging Distribution Service
Processing Services

Minos Georgarakis
Central Services Division
Associate Librarian for Management

Jennings Howle
Buildings Management Division
Associate Librarian for Management

Ainsworth C. Johnson
Preservation Office
Research Services

T. R. Liao
Science and Technology Division
Research Services

David Marshall
Serial Record Division
Processing Services

Frederick B. McLendon
Congressional Reference Division
Congressional Research Service

Dominic O'Donnell (Retired)
Materials Development Division
Associate Librarian for National Programs

Pearl Owyang
Federal Research Division
Research Services

Willie Swinson, Jr.
Processing Section
Law Library

35 Years

Robert B. Carneal
Motion Picture, Broadcasting and Recorded Sound Division
Research Services

Ellen Collier
Foreign Affairs and National Defense Division
Congressional Research Service

Yvonne L. Dodson
Office of Management and Administrative Services
Congressional Research Service

Donald W. Middleton
Cataloging Distribution Service
Processing Services

Esther R. Smith
MARC Editorial Division
Processing Services

40 Years

John H. Ford
Serial Record Division
Processing Services

Patrick E. Hardesty (Retired)
Exchange and Gift Division
Processing Services

Warner Patterson
Central Services Division
Associate Librarian for Management

Quality Increases

Additional within grade increases have been approved for the following Library of Congress employees in recognition of their sustained high quality performance.

Associate Librarian for Management

Elizabeth R. Beall
Michael R. Brehmer
Daniel C. Broderick
Sharon Broderick
Huey J. Cole
Dolores Liniville Darr
Bobby Franklin Dove
Annie L. Gartmon
Corinne Jones Gorzo
Herman W. Jensen
Stanley D. Lerner

Associate Librarian for National Programs

G. E. Baskerville-Holmes
Nancy Ferguson Bush
Craig L. D'Ooge
Carolyn Jane Margolis
Linda C. Redmond
Susan Slater
Theresa E. Young

Congressional Research Service

Robert M. Burlington
Robin Coreas
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Susan C. Finsen
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Douglas A. Warshof
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Michael Dickerson
David G. Eastridge
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Susan Linn Harley
Virginia L. Kass
Brent L. Kendrick
Rose E. Keneally
Evelyn E. Leedy
Benjamin Littlejohn, Jr.
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Victoria Miklos
Rundy Atwood Myers
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Marlene V. Pamer
Daniel M. Pernell III
Ruth V. F. Person
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Florence V. Reddick
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Larry M. Schultz
Rosaline Seabrook
Thomas B. Simpson
John E. Smith II
Shelvie Ann Tayman
Donette Sue Vandell
Ralph W. Weinstein
Stevie G. Withers
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Margaret L. Morrison
Sylvia Ouzts
Karen Ann Wood

Suggestion Awards

An award for an idea submitted by an employee and adopted by the Library.

Juanita M. Campbell
Arthur J. Lieb

Group Award
Examining Division
Copyright Office

Hugh E. Clark
Jeffrey A. Cole
Gayle T. Harris
Ellen M. Lazarus
Nancy H. McAleer
Timothy L. Schurtter

Group Award
Licensing Division
Copyright Office

Leroy Foley
Ray E. Richardson

Personnel Changes

Appointments: Walter Eubanks, specialist in money and banking, GS-15, CRS E, 31020; Cynthia Gossom, assistant personnel security officer, GS-13, Pers Sec, 40119.

Temporary Appointments: Maura Pierce, production support clerk, GS-3, CRS C, NP; Ruth Nieland, writer editor, GS-9, NLS/BPH, 30873.

Reappointments: Bruno Quiros, preliminary cataloger, GS-5, Share Cat, 30881; Victoria Westover, photographic library technician, GT-5, Photodup, NP.

Temporary Reappointment: Joshua Berg, production support clerk, GS-3, CRS ARS, NP.

Promotion: Theresa Kelly, to supervisor, Correspondence Unit, GS-6, Cop Exam, 40081.

Temporary Promotion: Linda Jenkins, to library technician, GS-4, CRS C, 40024.

Resignations: Pamela Andre, MARC Ed; Antonee Black, Cop Inf & Ref; Robert Burlington, CRS A; Robert DeMilt, Photodup; Sandra Dixon, MARC Ed; JoFrances Calk, Proc APLO; Perry Frank, Cop Exam; Aaron Harley, ASO; Nathaniel Jenkins, ASO; Michael Keplinger, Cop Reg; Frances Ritchings, CRS C; Warren Rosmarin, LL AB; Lynn Schowalter, ASO.

Staff Activities

John Y. Cole, executive director of the Center for the Book, is the author of an article entitled "Cross-Currents: The British Library and the Library of Congress in Historical Perspective" in the winter 1983 issue of *Literary Review* (Glasgow). The article traces the shifting relationship between the two institutions, emphasizing their influences on each other and on their respective national library traditions.

The work of photographer **Reid Graham,** Subject Cataloging Division, is on display at the Alexandria Campus (3001 N. Beauregard St.) of Northern Virginia Community College in an exhibit entitled "Palladio in America." The exhibit, which will be on view through June 15, includes a selection of photographs of buildings in the Washington, D.C., area that were influenced by Italian Renaissance architect Andrea Palladio. It is located on the second floor of the Bisdorf Building.

Rich Greenfield, reference specialist in the Social Science Reading Room, General Reading Rooms Division, arranged the itinerary for Winston Salas, librarian of the Inter-American Court of Human Rights of San José, Costa Rica, during Mr. Salas' weeklong stay in Washington, D.C., in early April. He also accompanied Mr. Salas on trips to New York City and Boston, Mass., where they visited several offices and libraries of the United Nations, the Columbia University Law School and the university's Center for Human Rights, Oceana Publishers, and other human rights organizations in the New York City area. In Boston, Mr. Salas gave a short talk to the staff of the International Legal Studies Library of the Harvard Law School on the history and organization of the Inter-American Court of Human Rights and its library. During his stay in Washington, Mr. Salas met with Library officials in the Exchange and Gift Division, the Hispanic Division, and the Hispanic Law Division. His trip to the United States represented a return visit for the one paid by Mr. Greenfield to the Inter-American Court's library in 1982 under the auspices of the special committee of the American Association of Law Librarians and the Harvard Law School Library, which have both been active in helping the court expand its library resources.

Mary Berghaus Levering, chief of the Network Division of the National Library Service for the Blind and Physically Handicapped, presented four seminars on "Consumer Protection" to more than 125 upper level students at Woodrow Wilson High School on April 11. This was part of the Federal Bar Association's annual Bill of Rights Program, intended for high school American government classes. She spoke about consumer rights and responsibilities, recent consumer legislation, and emphasized areas of consumer law such as warranties, credit, and sources of community help for consumer complaints. Mrs. Levering is an attorney and member of the Federal Bar Association and the D.C. Bar Association.

Reminder

The Library of Congress Choral Society will stage a choral version of "Fiddler on the Roof" on Wednesday, May 23, from 12 noon until 12:45 p.m. in the Coolidge Auditorium.

Assisting director Dorothy Zeiset in the production will be pianists Pat Benson and Steve Hiser, choreographer Marilyn Hamilton, narrator Bill Williams, and, as soloists, soprano Linda Burgess, baritone George Hobart, and tenor Michael Katz.

Library of Congress Book Receipts, 1982 and 1983

The following figures refer to monographic pieces acquired by the Library of Congress for the two years shown as reported by the Exchange and Gift, Order, and Overseas Operations Divisions. They do not include serial pieces. These statistics should not be confused with the number of pieces added to the Library's collections, which is published in the Librarian's *Annual Report*.

In this table, a blank appears in the "Number" columns where fewer than three pieces were received. Blanks in the "Average Price" columns mean that the information was unavailable. Readers are cautioned against inferring too much from these figures, which do not necessarily reflect LC acquisition policies, local publishing patterns, or dealer responsiveness. Purchase statistics are based on payment records. Some figures are distorted because the receipt of a number of invoices or particularly large shipments of publications may immediately precede or follow the closing date for statistical reporting.

Footnotes will be found at the end of the tables.

	1982			1983		
	E&G	Purchases		E&G	Purchases	
COUNTRY NAME	Number	Number	Average Price	Number	Number	Average Price
Afghanistan	11	42	$3.35	6	61	$1.61
Albania	----	81	5.09	----	92	7.54
Algeria	77	19	15.62	42	183	8.05
Angola	----	3	3.68	----	2	19.51
Antigua	----	5	8.75	----	16	6.79
Argentina	479	865	13.84	325	1,179	9.26
Austria	538	625	22.88	441	674	23.18
Australia	1,835	602	21.53	1,606	596	18.68
Bahamas	8	1	7.50	----	36	8.59
Bahrain	----	9	5.09	46	51	28.16
Bangladesh	78	215	1.03	313	491	.66
Barbados	12	16	7.33	2	102	9.11
Belgium	893	487	19.19	884	395	17.81
Belize	4	2	7.50	2	1	16.00
Benin (Dahomey)	----	4	12.61	----	5	17.80
Bermuda	7	8	35.90	2	12	11.88
Bhutan	2	72	44.37	1	74	27.57
Bolivia	93	220	11.76	47	247	7.23
Botswana	36	----	----	21	----	----
Brazil	2,295	2,283	4.33	3,403	2,341	4.44
British Indian Ocean Territory	----	----	----	----	1	6.91
Brunei	7	9	4.66	7	16	2.89
Bulgaria	1,400	894	7.51	956	848	7.48

	1982			1983		
	E&G	Purchases		E&G	Purchases	
COUNTRY NAME	Number	Number	Average Price	Number	Number	Average Price
Burma	372	78	$2.24	384	33	$1.81
Burundi	7	----	----	15	----	----
Cambodia (Democratic Kampuchea)	----	----	----	2	----	----
Cameroon	25	152	14.59	14	85	10.35
Canada	4,408	1,207	15.99	3,500	1,298	14.01
Cape Verde	----	----	----	----	----	----
Cayman Islands	----	11	13.77	----	197	4.06
Central African Republic	----	4	11.05	----	1	20.26
Chad	1	----	----	----	----	----
Chile	178	359	19.94	754	463	17.71
China	20,481	7,718	5.40	16,902	7,640	6.30
Colombia	295	425	15.89	266	516	17.29
Comoros Islands (Indian Ocean)	----	----	----	----	----	----
Congo-Brazzaville	5	28	4.92	2	5	25.29
Costa Rica	71	182	9.76	31	259	8.90
Cuba	153	16	10.39	228	272	9.90
Cyprus	11	5	20.00	6	----	----
Czechoslovakia	719	1,053	5.98	580	869	6.06
Denmark	2,427	757	20.60	2,256	1,341	17.91
Djibouti	----	----	----	----	1	46.69
Dominica	----	----	----	----	118	1.48
Dominican Republic	96	333	8.78	79	246	8.69
Ecuador	60	376	1.52	28	227	9.51
Egypt	3,690	1,284	2.81	1,529	913	4.91
El Salvador	57	88	17.48	33	153	11.24
Equatorial Guinea	----	----	----	----	----	----
Ethiopia	670	26	7.02	739	1	6.91
Finland	1,643	425	17.81	2,031	469	16.04
France	3,813	4,224	15.96	3,217	4,064	15.91
French Antilles*	----	9	9.05	3	6	12.12
Gabon	----	29	14.82	----	2	16.39

	1982			1983		
	E&G	Purchases		E&G	Purchases	
COUNTRY NAME	Number	Number	Average Price	Number	Number	Average Price
Gambia	9	3	$2.70	----	----	----
Germany (West)	5,790	7,915	20.59	3,621	8,215	$19.84
Germany (East)	727	550	10.66	515	578	10.42
Ghana	18	28	15.73	23	25	12.01
Great Britain	2,097	4,612	18.91	1,838	5,065	17.31
Greece	70	638	8.16	45	584	6.59
Grenada	6	111	2.52	----	31	3.89
Guatemala	55	144	10.94	36	83	10.88
Guinea	1	7	8.97	----	26	8.93
Guinea-Bissau	----	----	----	----	----	----
Guyana	7	16	3.73	----	97	3.51
Haiti	4	61	9.16	5	116	9.68
Honduras	1	107	4.69	32	121	6.68
Hong Kong	59	1,032	10.97	48	1,058	11.00
Hungary	758	1,469	8.75	723	1,137	8.19
Iceland	5	7	8.44	7	6	11.41
India	3,158	5,339	5.92	2,509	10,048	3.82
Indonesia	215	713	4.67	398	924	5.48
Iran	48	349	19.55	154	411	2.89
Iraq	188	78	10.78	73	220	6.88
Ireland	139	201	14.27	79	309	12.45
Israel	847	1,969	10.53	884	1,648	11.63
Italy	965	7,022	9.20	620	3,450	13.93
Ivory Coast	22	26	18.96	21	27	36.94
Jamaica	52	65	5.53	1	228	7.64
Japan	2,496	9,335	15.71	2,570	10,337	15.05
Jordan	30	42	8.56	97	60	7.26
Kenya	234	80	2.74	341	127	5.95
Korea (North)	59	126	3.81	57	265	4.25
Korea (South)	485	3,004	13.87	358	2,130	16.08
Kuwait	32	159	8.88	39	175	11.19
Laos	----	----	----	----	----	----

	1982			1983		
	E&G	Purchases		E&G	Purchases	
COUNTRY NAME	Number	Number	Average Price	Number	Number	Average Price
Lebanon	102	1,593	$7.98	33	593	$10.91
Lesotho	----	----	----	1	1	25.00
Liberia	----	4	8.72	9	----	----
Libya	60	9	11.35	6	1	15.63
Liechtenstein	1	5	49.34	10	6	27.06
Luxembourg	----	3	16.61	4	----	----
Macao	----	----	----	----	----	----
Madagascar	6	9	5.08	7	10	10.54
Malawi	32	2	2.04	86	8	9.96
Malaysia	47	265	6.74	69	348	6.71
Maldives	12	27	1.19	1	----	----
Mali	----	----	----	----	5	12.92
Malta	35	30	14.32	1	1	60.00
Mauritania	----	----	----	----	----	----
Mauritius	45	29	6.15	24	8	22.04
Mexico	1,306	810	8.66	913	825	9.62
Monaco	----	----	----	2	----	----
Mongolia	23	----	----	31	----	----
Montserrat	----	----	----	----	21	7.08
Morocco	137	216	10.12	27	217	15.13
Mozambique	1	17	8.87	16	3	6.73
Namibia	*	66	5.11	*	----	----
Nepal	456	181	1.14	388	168	1.74
Netherlands	1,691	1,705	18.81	997	1,507	17.12
Netherlands Antilles	----	31	10.45	8	76	14.35
New Zealand	1,117	96	16.43	1,218	41	19.81
Nicaragua	52	137	8.14	33	200	11.70
Niger	10	----	----	2	6	25.33
Nigeria	138	114	11.43	266	157	10.55
Norway	487	509	16.71	275	672	15.36
Oman	6	14	4.86	26	13	6.75
Pakistan	768	976	2.02	564	1,130	1.91

	1982			1983		
	E&G	Purchases		E&G	Purchases	
COUNTRY NAME	Number	Number	Average Price	Number	Number	Average Price
Panama	115	46	$7.39	80	9	$12.19
Papua New Guinea	23	----	----	3	----	----
Paraguay	18	63	13.56	37	155	12.81
Peru	94	390	8.58	185	423	9.04
Philippines	754	365	15.27	363	302	18.68
Poland	1,187	765	8.28	1,325	790	7.83
Portugal	205	435	7.40	762	402	7.27
Puerto Rico	25	73	8.69	76	65	8.02
Qatar	184	2	9.11	57	4	0.99
Réunion	28	26	11.12	15	4	11.17
Romania	418	839	1.58	273	670	2.24
Rwanda	20	6	26.25	5	2	114.01
St. Kitts-Nevis	----	----	----	----	20	1.76
St. Lucia	----	1	1.25	----	4	5.41
St. Vincent	----	1	4.00	----	7	5.33
Saudi Arabia	64	132	5.65	356	149	9.83
Senegal	7	38	17.70	10	69	9.08
Seychelles	8	----	----	6	1	38.55
Sierra Leone	1	8	19.78	----	11	6.34
Singapore	22	147	8.83	136	231	10.26
Somalia	43	----	----	29	6	17.45
South Africa	408	252	15.52	391	280	18.63
Spain	674	3,144	12.61	757	4,388	10.83
Sri Lanka	253	151	1.24	214	137	1.41
Sudan	197	50	6.95	171	----	----
Surinam	----	25	----	3	36	13.18
Swaziland	3	----	----	3	----	----
Sweden	876	1,172	16.21	2,624	1,243	14.84
Switzerland	766	1,908	21.28	628	2,446	21.81
Syria	2	201	8.78	80	97	8.65
Taiwan	1,867	3,373	9.38	1,005	3,829	11.32
Tanzania	46	16	3.97	127	25	2.76

	1982			1983		
	E&G	Purchases		E&G	Purchases	
COUNTRY NAME	Number	Number	Average Price	Number	Number	Average Price
Thailand	1,723	513	$3.35	1,209	533	$3.80
Togo	----	4	18.71	2	2	12.67
Trinidad	----	26	7.76	----	33	12.80
Tunisia	103	159	8.77	100	181	8.20
Turkey	337	269	6.44	161	6	2.72
Turks-Caicos	----	----	----	----	11	13.77
Uganda	----	10	11.52	----	48	1.25
United Arab Emirates	7	----	----	----	1	1.80
U.S.*	----	19,596	16.07	1,351	24,286	14.64
U.S.S.R	8,673	8,274	3.93	7,553	8,800	4.17
Upper Volta	----	1	293	2	----	----
Uruguay	117	279	15.23	84	285	12.77
Vatican City	11	----	----	6	----	----
Venezuela	486	134	8.54	324	934	13.71
Vietnam	1,114	23	7.53	164	----	----
Virgin Islands (U.K.)	----	5	4.25	----	----	----
Virgin Islands (U.S.)	----	22	9.80	----	83	5.85
Yemen Arab Republic	21	11	7.56	25	30	14.53
Yemen, People's Democratic Republic of	----	2	2.70	----	----	----
Yugoslavia	370	760	11.63	362	862	11.00
Zaire	27	99	11.26	3	63	16.81
Zambia	39	10	2.27	82	1	5.00
Zimbabwe	20	71	16.40	26	97	12.52
TOTAL	93,422	121,204		81,989	132,181	

FOOTNOTES

U.S.: The relatively small number of monographs shown as purchases is due to the large number received through Copyright and the CIP program.

French Antilles: Includes Guadeloupe, Martinique, Guyana, St. Martin, St. Barthélemy, etc.

Namibia: Exchange materials are given under South Africa.

ISSN 0041-7904 *Key title:* Library of Congress information bulletin